



Canadian Union of Public Employees, Local 1004

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April 27, 2020

WITHOUT PREJUDICE

Via Email

Sadhu Johnston, City Manager
City of Vancouver
543 West 12th Avenue
Vancouver, BC V5Y 1V4

Christina de Castell, Chief Librarian
Vancouver Public Library
350 West Georgia Street
Vancouver, BC V6B 1B1

Dear Sadhu and Christina

Re: CUPE Response to Proposal on COVID-Related Financial Implications and Mitigation of Temporary Layoffs

We write on behalf of CUPE Locals 15, 391 & 1004, in response to your proposal in respect of COVID-related financial implications and mitigation of temporary layoffs.

Thank you for your proposal and for our meeting on Friday, April 24.

The CUPE Locals acknowledge the City has advised of its financial situation, the impacts of the pandemic and associated efforts to combat the virus, in relation to the 2020 budget allocation earmarked for a general wage increase.

We understand and appreciate that the City has identified one way to minimize additional impact on our members by staving off further layoffs as you have outlined, and to the extent possible, use available resources to bring back laid off employees. We anticipate and expect that the City will do the right thing in this regard.

The Locals remain available to meet to discuss specifics in respect of these layoffs, and potential opportunities to restart City and Library services.

The Locals have carefully reviewed the situation that we all face, including the potential wide-reaching impacts, and we believe that, following whatever decision is made with respect to staving off layoffs, the parties must look to collective bargaining to reflect and resolve these and other outstanding matters. This will provide an appropriate forum for deeper exploration and collaboration in the face of the present challenges faced, both short and long term.

We recognize that, in the present circumstances, modifications to the usual collective bargaining process will be necessary. We propose that discussions regarding a modified process that addresses the challenges posed by the pandemic should commence this week so that more substantive discussions are not unnecessarily delayed, and so that the issues you raised in your letter may be addressed forthwith.

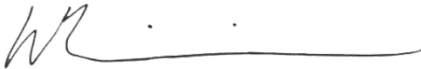
We are confident that the parties, and the community we serve, will benefit from our mutual efforts to work cooperatively to develop and implement safely adapted civic services, to avoid future layoffs, and wherever possible, to recall employees on temporary layoff to provide and support such safely adapted services.

We see potential benefits flowing from commitments to maximize the use of the City's in-house workforce to deliver continued services, wherever possible, and hope to discuss this further.

Additionally, we look forward to collaborating on issues related to reactivation and retention of the full pre-pandemic complement of bargaining unit positions as part of the post-pandemic service restoration.

It is our strongest hope that our mutual desire to continue providing the community with City and Library services constitutes a strong foundation upon which we can build a way forward, both during the pandemic and beyond.

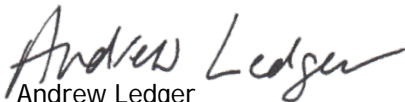
Yours truly,



Warren Williams
PRESIDENT, Local 15



Kari Scott Whyte
PRESIDENT, Local 391



Andrew Ledger
PRESIDENT, Local 1004

cc: P. Mochrie
A. Naklicki